



Association of Bay Area Governments



Technical Assistance
for Local Planning
HOUSING

FARMWORKER HOUSING TOOLKIT



FARMWORKER HOUSING TOOLKIT

The purpose of this Farmworker Housing Toolkit is to provide a one-stop source of information to assist local agencies in including the special housing needs of Farmworkers within their upcoming Housing Elements.

The Toolkit is broken into the following components:

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OVERVIEW

Farmworkers are considered a special housing needs group due to their limited income and the often-unstable nature of their employment. While many traditional affordable housing programs and policies will assist farmworkers, the unique needs and circumstances for agricultural workers need to be considered and explored in local jurisdictions' Housing Elements.

While overall the Bay Area has shifted away from our historic agricultural economic base, agriculture continues to play a role in the regional economy. All jurisdictions should conduct a robust analysis of farmworker housing need, and even if specific programs are not warranted, include this special housing needs population along with others in the overall plan for affordable housing.

In a scan of Housing Element comment letters to Southern California Association of Government (SCAG) jurisdictions, the California Department of Housing and Community Development (HCD) consistently determined that the responsibility for farmworker housing extends beyond the unincorporated counties. (See excerpted comments on page 6.) While HCD has no established metrics, the United States Department of Agriculture, (USDA) considers farmworkers who work at a specific location within 75 miles of their home to be “settled” and thus permanent members of their home community. Most Bay Area jurisdictions are within 75 miles of agricultural land uses – be it dairy, livestock, vineyards or produce – and therefore may have farmworker housing needs from the perspective of USDA and HCD.

This Farmworker Housing Toolkit provides the legislative framework, data, policies and programs for local jurisdictions to reference in the development of their farmworker housing needs analysis. While not all jurisdictions will need a specific farmworker housing program, it is important to consider how affordable housing within incorporated cities can provide an opportunity for farmworkers and their families. For “settled” farmworkers in these communities, affordable housing enables access to amenities such as good schools, libraries and employment that are not as readily available in on-site employee housing in the unincorporated counties.

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FARMWORKERS – WHY AND WHAT IS REQUIRED?

Over the past two decades, the USDA has tracked a shift to a more permanent workforce for many farms. (See tables on pages 7 and 8.) The HCD [website](#) notes that statewide there has been a decrease in the number of single farmworkers; in 1990, 41 percent of farmworkers lived alone, whereas in 2012, 75 percent of farmworkers worked alongside or lived with family members. This has shifted the bulk of the farmworker housing need from seasonal housing for migrant workers to permanently affordable housing for low wage working families. Both types of housing are still necessary, but farmworker housing is no longer solely a rural/unincorporated county issue. Family housing with nearby schools, childcare, health care, recreation, and other services also serves farmworkers and their families. Local jurisdictions with, or in proximity to, an agriculture-based economy are responsible for addressing the needs of farmworkers and their families as a special needs population.

The HCD website highlights that “California is the largest producer of agricultural goods in the country, and is one of the largest agricultural producing regions in the world. Farmworkers play a key role in the operation and delivery of the state’s food system.” Typical farmworker wages generally place them in the “very low” to “low-income” for the region. (See U.S. Bureau of Labor Statistics – California Farmworker Wages table on page 7.) For a discussion of the impacts of housing affordability from the industry’s perspective and a good example of agricultural family housing and bunkhouse style housing in California, please review The Urban Land Institute Magazine’s article: [Food Security Starts with Affordable Housing for Farmworkers](#).

It is important to understand the changing landscape of the farmworker population and include an analysis for farmworkers in the Housing Element. In summary, some of the key shifting characteristics of the farmworker population that should be considered in the analysis and affirmed through outreach include:

- **SETTLED/PERMANENT** – Today’s farmworkers are more likely to be permanent than migrant workers, settled and living in one location.
- **COMMUTE SHED** – While HCD has not provided a specific metric, the USDA considers farmworkers commuting up to 75 miles to the workplace “settled.” Based on this metric and comment letters from HCD on submitted 6th cycle Housing Elements from other regions, ABAG recommends that local jurisdictions consider the housing needs of agricultural workers regardless of whether there is significant agricultural activity within strict boundaries of their jurisdictional limits.
- **FAMILIES** – Farmworkers today are more likely to have families and are looking for schools, employment for a spouse/partner and a location to live in that provides a community.

It is important to underscore that if a jurisdiction’s site inventory does not have adequate sites for farmworker housing (including multi-family housing for households with a member employed in agriculture), then the jurisdiction will need to either rezone sites to accommodate the need or add a program to rezone. If a jurisdiction chooses to adopt such a program, then it has to allow farmworker housing by-right.

Agencies are encouraged to review these requirements carefully. See [Appendix 2](#).

Farmworker Analysis Requirements

From conversations with HCD and a review of Housing Elements in process, each agency must address farmworkers as a special needs population in their base analysis. After this analysis, an agency will determine the number of farmworkers in the community and the appropriate level of programs and policies that need to be included in the Housing Element. Based on this, we advise that Bay Area jurisdictions conduct the following steps.

REVIEW AND ANALYSIS FARMWORKER SPECIAL HOUSING NEEDS

STEP 1 ROBUST ANALYSIS

(Farmworkers are a special needs housing population that must be addressed in your Housing Element.)

ANALYSIS– Each agency is required to prepare a robust analysis regarding your community’s farmworker population – numbers of farmworkers, school age children, and the impact of agriculture on the local economy. This should include an analysis of farmworker jobs within the community as well as the presence of settled farmworkers who commute to agricultural jobs in other communities. See the [Data](#) section of this report for more information.

OUTREACH – Each agency must do outreach to Farmworkers as part of the AFFH review. Options include partnering with the County or other agencies, the county-based Planning Collaborative and/or with CBOs.

STEP 2 – DETERMINE LEVEL OF DATA SIGNIFICANCE

Based on your community’s profile, the data will determine the additional level of programmatic support that is required. Regardless of significance, for Southern California agencies, HCD has required additional farmworker analysis especially in the special needs section and inclusion of farmworkers in programs.

IF DATA INDICATES MINIMAL/MINOR PRESENCE

- Analysis may show limited number of farmworkers living within the community.
- Integrate into general affordable housing strategies throughout Housing Element by including farmworkers in list of special needs populations to be accommodated.
- Partner with County and/or Planning Collaborative for outreach.
- Example: Duarte, Santa Monica

IF DATA INDICATES SIGNIFICANT PRESENCE

- Add targeted programs and policies in Housing Element for farmworkers.
- Include numerical metrics and timelines for programs.
- Partner with County and/or Planning Collaborative for outreach.
- Example - Ventura County, Wildomar, Coachella

STEP 3 – PROGRAMS AND POLICIES

- Incorporate programs and policies into the Housing Element
- Programs and Policies must:
 - Have Metrics
 - Have an Implementation Timeline
 - Be Responsive to AFFH issues

Based on current Housing Elements reviewed/approved by HCD, the following are references aligning with the above chart.

DATA MINIMAL/MINOR

Duarte – Conducted a robust analysis. Since the persons employed in agriculture are extremely limited, the housing needs of this group were addressed under Duarte’s overall programs for affordability. (*Under Review*) ([Housing Element](#))

Santa Monica –submitted Housing Element stated that Santa Monica does not support the agriculture industry and there is no need for farmworkers. HCD’s response stated the following: “Farmworkers from the broader area and those employed seasonally may have housing needs. As a result, the element should at least acknowledge the housing needs of permanent and seasonal farmworkers at a county-level (e.g., USDA county-level farmworker data) and include programs as appropriate.” Santa Monica added a discussion regarding farmworker housing and acknowledgement of County need within their revised Housing Element. (*Under Review*) ([Housing Element](#))

DATA SIGNIFICANT

Ventura County – Contains a robust agricultural worker analysis and corresponding programs. (*Approved*) ([Housing Element](#))

Wildomar – Contains a strong analysis with focus on dairy industry. Created corresponding programs as well. (*Approved*) ([Housing Element](#))

Coachella – Contains strong analysis. HCD comments on programs for farmworkers requested timeline and metrics for implementation. (*Under Review*) ([Housing Element](#))

Below is information taken directly from HCD response letters, focusing on farmworkers.

<ul style="list-style-type: none"> Analyze any special housing needs such as elderly; persons with disabilities, including a developmental disability; large families; farmworkers; families with female heads of households; and families and persons in need of emergency shelter. (Gov. Code, § 65583, subd. (a)(7).)
<p>While the element quantifies (Appendix 1) the City’s special needs populations, it must also analyze their special housing needs. For a complete analysis of each population group, including seniors and farmworkers, the element should discuss challenges faced by the population, the existing resources to meet those needs (availability of senior housing units, number of large units, number of deed restricted units, etc.) an assessment of any gaps in resources, and proposed policies, programs, and funding to help address those gaps.</p>
<ul style="list-style-type: none"> The Housing Element shall contain programs which assist in the development of adequate housing to meet the needs of extremely low-, very low-, low- and moderate-income households. (Gov. Code, § 65583, subd. (c)(2).)
<p>While the element includes programs to assist in the development of very low-, low-, and moderate- income households, it must also include a program(s) to assist in the development of housing for all special needs households (e.g., elderly, homeless, farmworkers, persons with disabilities, female-headed households.) Program actions could include proactive outreach and assistance to non-profit service providers and developers, prioritizing some funding for housing developments affordable to special needs households and offering financial incentives or regulatory concessions to encourage a variety of housing types.</p>

FARMWORKER PROFILE

The Housing Element law requires that local jurisdictions consider the circumstances and characteristics of farmworkers in their community. Below is a brief profile of farmworkers in the Bay Area. While many similarities exist for various categories of farmworkers, there are differences based on the type of agriculture in different parts of the region. A comprehensive housing needs assessment for farmworkers can be a helpful tool for local agencies to continue their work in this area. An assessment can provide information and data for policy and funding requests, and it also can build relationships and coalitions of support.

A few Bay Area agencies and neighboring agencies (Monterey and Santa Cruz) have completed more detailed farmworker housing assessments. More information on these studies can be found in Appendix 2.

- Napa County – 2012
[Napa County Farmworker Housing Needs Assessment – Final Report](#)
- San Mateo County — 2016
[San Mateo County Agricultural Workforce Housing Needs Assessment](#)
- Monterey and Santa Cruz Counties – 2018
[Farmworker Housing Study and Action Plan for Salinas Valley and Pajaro Valley](#)

TYPES OF FARMWORKERS AND HOUSING NEEDS

There are primarily three types of farmworkers working within the Bay Area.

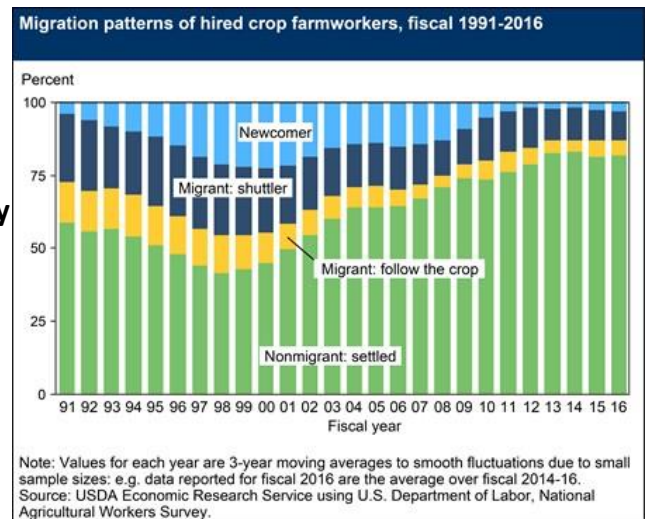
1. **Permanent Residents:** Majority of farmworkers are permanent residents of the County. Depending on their work and family circumstances, they may require housing which can accommodate families, or if seasonal workers, their needs can fall under extremely low-income and/or homeless individuals.
2. **Migrant Farmworkers:** Migrant Farmworkers that perform agricultural labor on a seasonal or temporary basis. These workers need housing in the form of single occupancy rooms, bunkhouses, or dormitory style living.
3. **H-2A Visa Workers:** These are farmworkers who enter under a federal guest worker program for a limited number of months (no more than 10) before they return to their country of origin. H-2A visa workers require a sponsoring employer, who provides housing, meals and transportation to the job site. H-2A visa workers can share homes, apartments or be housed in bunkhouses, dormitories or single occupancy rooms. Since very few bunkhouses exist, the employers of H-2A workers compete with permanent farmworkers for scarce affordable homes and apartments.

USDA RESEARCH – MORE FARMWORKERS ARE SETTLED, FEWER ARE MIGRANTS

The following information and graph are from the USDA Economic Research Services, [Farm Labor web page](#).

More than 80 percent of hired crop farmworkers are not migrant workers but are considered settled, **meaning that they work at a single location within 75 miles of their home**. This share is up from 41 percent in 1996-98, reflecting a profound change in the nature of the crop farm workforce.

More common in the past, the “follow the crop” migrant farmworker, who moves from state to state working on different crops as the seasons advance, is now a relative rarity. These workers made up just five percent of those surveyed by the NAWS in 2014-2016, down from a high of 14 percent in 1992-94.



The final category of hired crop farmworkers is newcomers to farming, whose migration patterns have not yet been established. The fact that they now represent just three percent of the crop farm workforce, down from as much as 22 percent in 1998-2000, in part reflects the slowdown in net migration from Mexico to the United States since 2007.

KEY ISSUES / TRENDS

Based on recent farmworker studies in the greater Bay Area (San Mateo and Monterey County), these are some of the key issues/trends affecting farmworkers.

- High unmet needs for agricultural workforce housing; often housing in poor repair and overcrowding.
- Financial needs to support small agricultural producers/employers and employees who cannot afford market rate housing.
- Difficult to attract and retain employees due to the lack of housing availability.
- Flow of foreign agricultural workers into the U.S. has declined sharply. The Bay Area is seeing a shift to more permanent workers versus seasonal workers (2002 permanent workers equaled 38 percent; 2017 permanent workers equaled 49 percent).
- Changing demographics of workforce are resulting in changing housing needs. Farmworkers are increasingly seeking family housing and access to amenities, with most farmworkers living in urban communities rather than on the job site.

DATA

The following graphs provide data on farmworkers. Per HCD, inclusion of Figure 1 and 2 for each agency should be part of the basic background report/analysis.

FIGURE 1: FARM OPERATIONS AND FARM LABOR BY COUNTY

		2002	2007	2012	2017	County (%)	Bay Area (%)
Alameda	Permanent	577	465	355	305	51%	1.8%
	Seasonal	369	737	449	288	49%	1.6%
	Totals	946	1,202	804	593	100%	1.7%
Contra Costa	Permanent	730	578	509	450	34%	2.6%
	Seasonal	1,874	1,295	1,540	860	66%	4.7%
	Totals	2,604	1,873	2,049	1,310	100%	3.7%
Napa	Permanent	2,916	2,631	3,732	4,290	43%	24.8%
	Seasonal	7,855	5,202	6,125	5,734	57%	31.4%
	Totals	10,771	7,833	9,857	10,024	100%	28.2%
Marin	Permanent	245	130	510	697	55%	4.0%
	Seasonal	246	59	562	577	45%	3.2%
	Totals	491	189	1,072	1,274	100%	3.6%
San Mateo	Permanent	2,226	1,697	1,320	978	74%	5.7%
	Seasonal	852	911	402	343	26%	1.9%
	Totals	3,078	2,608	1,722	1,321	100%	3.7%
Santa Clara	Permanent	1,696	2,842	2,243	2,418	58%	14.0%
	Seasonal	3,760	2,747	1,994	1,757	42%	9.6%
	Totals	5,456	5,589	4,237	4,175	100%	11.7%
San Francisco	Permanent	0	0	0	0	0%	0.0%
	Seasonal	0	0	0	0	0%	0.0%
	Totals	0	0	0	0	0%	0.0%
Solano	Permanent	2,735	1,474	1,387	1,453	58%	8.4%
	Seasonal	2,921	1,339	1,459	1,060	42%	5.8%
	Totals	5,656	2,813	2,846	2,513	100%	7.1%
Sonoma	Permanent	5,597	5,458	5,900	6,715	47%	38.8%
	Seasonal	9,870	8,341	7,810	7,664	53%	41.9%
	Totals	15,467	13,799	13,710	14,379	100%	40.4%
Bay Area	Permanent	16,722	15,275	15,956	17,306	49%	100.0%
	Seasonal	27,747	20,631	20,341	18,283	51%	100.0%
	Totals	44,469	35,906	36,297	35,589	100%	100.0%

■ Universe: Hired farm workers (including direct hires and agricultural service workers who are often hired through labor contractors)

■ Notes: Farm workers are considered seasonal if they work on a farm less than 150 days in a year, while farm workers who work on a farm more than 150 days are considered to be permanent workers for that farm.

■ Source: U.S. Department of Agriculture, Census of Farmworkers (2002, 2007, 2012, 2017), Table 7: Hired Farm Labor

■ For the data table behind this figure, please refer to the Data Packet Workbook, Table FARM-02

FIGURE 2: MIGRANT WORKER STUDENT POPULATION BY COUNTY

	2016-17	2017-18	2018-19	2019-20	% of Bay Area
Unincorporated Alameda	73	91	44	36	0.9%
Alameda County	874	1,037	785	790	19.9%
Unincorporated Contra Costa	0	0	0	0	0.0%
Contra Costa County	0	0	0	0	0.0%
Unincorporated Napa	60	98	96	88	2.2%
Napa County	903	1,173	1,090	1,078	27.1%
Unincorporated Marin	0	0	11	0	0.0%
Marin County	0	0	11	0	0.0%
Unincorporated San Mateo	45	38	33	32	0.8%
San Mateo County	657	418	307	282	7.1%
Unincorporated Santa Clara	175	171	126	104	2.6%
Santa Clara County	978	732	645	492	12.4%
San Francisco	54	29	45	34	0.9%
Unincorporated Solano	0	0	0	0	0.0%
Solano County	339	429	454	446	11.2%
Unincorporated Sonoma	94	91	74	92	2.3%
Sonoma County	825	789	738	854	21.5%
Bay Area	4,630	4,607	4,075	3,976	100.0%

■ Universe: Total number of unduplicated primary and short-term enrollments within the academic year (July 1 to June 30), public schools

■ Notes: The California Department of Education considers students to be homeless if they are unsheltered, living in temporary shelters for people experiencing homelessness, living in hotels/motels, or temporarily doubled up and sharing the housing of other persons due to the loss of housing or economic hardship. The data used for this table was obtained at the school site level, matched to a file containing school locations, geocoded and assigned to jurisdiction and finally summarized by geography.

■ Source: California Department of Education, California Longitudinal Pupil Achievement Data System (CALPADS), Cumulative Enrollment Data (Academic Years 2016-2017, 2017-2018, 2018-2019, 2019-2020)

■ This table is included in the Data Packet Workbook as Table HOMEELS-05.

U.S. BUREAU OF LABOR STATISTICS – CALIFORNIA FARMWORKER WAGES (MAY 2020)

Occupational Employment and Wages, May 2020	Employment	Employment (per thousand jobs)	Location quotient(1)	Hourly mean wage	Annual mean wage
Farmworkers and Laborers, Crop, Nursery, Greenhouse (45-2092)	200,130	12.18	5.76	\$ 14.60	\$ 30,370
Farmworkers, Farm, Ranch and Aquacultural Animals (45-2093)	2,290	0.14	0.53	\$ 16.54	\$ 34,400
Agricultural Workers, All Others (45-2099)	1,390	0.08	1.82	\$ 20.42	\$ 42,480
Agricultural Equipment Operators (45-2091)	7,060	0.43	2.04	\$ 16.55	\$ 34,420

■ Location Quotient - Ratio of the area concentration of occupational employment to the national average concentration. A location quotient greater than one indicates the occupation has a higher share of employment than average, and a location quotient less than one indicates the occupation is less prevalent in the area than average.

PROGRAM MATRIX – RESOURCES FOR HOUSING ELEMENTS

Below is a matrix of many programs that local governments can review and determine those of interest and fit for their communities.

As a reminder, AFFH Programs and Actions must have:

- *Metrics*
- *Implementation timeline*
- *Be responsive to AFFH issues.*

The following program matrix is organized into the following categories.

FUNDING — FUNDING STRATEGIES FOR FARMWORKER HOUSING

- Leverage Existing Funding Sources
- Create Alternative Funding Mechanisms
- Other Resources that can contribute to Farmworker Housing
- Legislative Strategies

PROMOTING — CONVENE, FACILITATE, COORDINATE AND SHARE

PLANNING / ZONING

- Land Use and Permitting Strategies
- Waive or Defer Fee

PRESERVATION

- Building Solutions to Preserve Farmworker Housing

GENERAL AFFORDABLE HOUSING

- Strategies that Benefit Affordable Housing in General
- Housing Types and Structures Supportive of Farmworkers and Families

FUNDING - FUNDING STRATEGIES FOR FARMWORKER HOUSING

Leverage Existing Funding Sources

Prioritize	Establish farmworker housing as an affordable housing priority within the city core.	SV@Home Policy Brief: Farmworker Housing in Santa Clara County
Fund	Create or support expansion of local funding opportunities for farmworker housing.	SV@Home Policy Brief: Farmworker Housing in Santa Clara County
Eligibility Criteria	Use broad definition of “household” when creating affordability requirements for projects or funding sources.	SV@Home Policy Brief: Farmworker Housing in Santa Clara County
Local/Federal Funds	Commit federal pass-through funds, such as Community Development Block Grant and Home Investment Partnership grants, to the production and preservation of farmworker housing.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Housing Vouchers	Identify opportunities to provide housing vouchers or other forms of rental assistance with an emphasis on addressing housing needs during the off-season for seasonal workers.	Yolo County Housing Element 2021-2029 Action HO-A30
Apply for Federal/State Funds	Aggressively apply for Federal and State housing finance programs that are occupationally restricted or advantage farmworker housing, namely USDA Section 514/516 Farm Labor Housing coupled with USDA Section 521 Rural Rental Assistance and California Joe Serna, Jr., Farmworker Housing Grant, State Farmworker Housing Tax Credit, and Multifamily Housing Program.	City of Merced Vision 2030 General Plan Chpt. 9 Housing 1.7c Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley Yolo County Housing Element 2021-2029 HO-A30

Create Alternative Funding Mechanisms

Resource Sharing	Convene agricultural representatives interested in sharing resources to build and operate farmworker housing both for year-round, permanent and seasonable, migrant housing.	San Mateo Ag Workforce Housing Needs Assessment
Assessment District	Convene local farm owners and stakeholders to consider creation of assessment district as funding source like Napa [County Service Area No. 4].	SB240 (Dodd) County Service Areas, Farmworker Housing, County of Napa
Transient Occupancy Tax	Explore an increase to Transient Occupancy Taxes on hotels, motels, vacation rentals and other accommodations to support affordable housing for service workers and farmworkers.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Cannabis Tax	Explore allocating a portion of Cannabis Business Taxes to foster affordable housing production including funding of planning staff to shepherd projects through the process.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Linkage Fees	Explore the development of Commercial/Industrial Linkage Fee Programs	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley

Other Resources that can contribute to Farmworker Housing		
Surplus Land	Prioritize farmworker housing on surplus public land where appropriate.	SV@Home Policy Brief: Farmworker Housing in Santa Clara County
Land Trusts	Encourage existing land trusts or the creation of new land trusts that build and preserve farmworker housing on land that is leased from the trust and held in restricted affordability in perpetuity.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Inclusionary Housing	Update and strengthen local Inclusionary Housing Programs as a mechanism to provide additional affordable housing units that could be targeted for farmworkers.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Rental Assistance	Identify opportunities to provide housing vouchers or other forms of rental assistance with an emphasis on addressing housing needs during the off-season for seasonal workers.	Yolo County Housing Element 2021-2029 Action HO-A30
Weatherization	California Department of Community Services and Development's Low-Income Weatherization Program (LIWP) provides low-income households with solar photovoltaic (PV) systems and energy efficiency upgrades at no cost to residents with three programs: Multi-Family, Community Solar, and Farmworker Housing. LIWP is the only program of its kind in California that focuses exclusively on serving low-income households with solar PV and energy efficiency upgrades at no cost.	6th Cycle Housing Element City of Coachella
Legislative Strategies		
Advocacy	On an ongoing basis, advocate for federal and state funding for farmworker / agricultural employee housing, including housing for single adults and housing that meets the needs of the county's agricultural industry and its workers.	Yolo County 2021-2029 Housing Element Action HO-A30

PROMOTING - CONVENE, FACILITATE, COORDINATE AND SHARE		
Collaborative Regional Planning	Join the "Bay Area Agricultural Plan" collaborative planning initiative to launch in 2022 under the coordination of Santa Clara County with funding support from a SALC grant.	Generic
Coordinate	Leverage local resources and coordinate with programs and funding from state and federal programs	Generic
Convene and Assess	Meet with Farm Bureau and stakeholders to discuss the need for farmworker housing, whether the pursuit of funding for this type of housing is needed and identify opportunities for collaboration and resource sharing.	San Mateo Ag Workforce Housing Needs Assessment Tulare County Housing Element Update 2015 Action Program 3-1
Share	Broadly advertise and provide information in appropriate languages on affordable housing opportunities through employers, service providers and community gathering places for farmworkers and their families.	General; no specific source
Alternative Affordable Housing Options	Provide programs that support the development of alternative types of affordable housing such as farmworker housing, accessory dwelling units, manufactured or mobile homes, tiny homes, shared housing and employee or workforce housing.	6th Cycle Housing Element update San Diego County H-3.7

PROMOTING - CONVENE, FACILITATE, COORDINATE AND SHARE CONT.

Partner with Developers	<p>Work with nonprofit and for-profit developers to apply for financing to fund the development of farmworker housing. Funding sources may include but are not limited to the USDA Section 515 Rural Housing Program, MHP, Joe Serna Jr. Farmworker Housing Grant Program, CalHome, Low Income Housing Tax credits and tax-exempt bonds, and other appropriate sources.</p> <p>Continue to work with nonprofit developers and employers to develop innovative housing solutions for farmworkers and agricultural employees and identify and pursue all potential funding sources and assist owners and developers in applying for funding.</p>	6th Cycle Housing Element City of Coachella Action 6.2 City of Gonzales 2015-2023 Housing Element County of Monterey 2015-2023 Housing Element
Promote and incentivize	<p>To increase opportunities for affordable housing for persons employed within the community, including permanent housing for farmworkers, encourage large employers to develop housing for their employees.</p> <p>The City may offer incentives such as financial assistance, density bonuses or other regulatory concessions to further encourage and facilitate employee housing.</p>	City of Salinas 2015-2023 Housing Element H-13
Convene Stakeholders and Identify Barriers	<p>Outreach to developers and agriculture industry to identify any constraints and solutions to the development of farmworker housing and to identify partnership opportunities</p>	Stanislaus County 2015-2023 Housing Element update program 2-6
Identify Trusted Community Partners	<p>Encourage affordable housing developers to partner early on with trusted community partners to coordinate outreach about affordable housing opportunities and to assist farmworkers and their families in applying for affordable housing.</p>	Affordable Housing Developer Interviews
Convene and Assess	<p>Work with farm owners and central labor providers to determine the number of farmworkers who may need housing.</p>	City of Merced Cycle 5 Housing Element Policy Action 1.7.d
Convene and Share	<p>Promote dialogue with farmers and farming advocates to encourage more private development of farmworker housing during meetings of the Farm Bureau or other agricultural industry gatherings.</p>	Tulare County Housing Element Update 2015 Action Program 3.1
Share and Promote	<p>Actively outreach to farm owners and labor providers and publicize opportunities to build employee housing under the Employee Housing Act 2013 - California Health and Safety Code Sections: 17021.5 .6</p>	General; no specific source
Share and Publicize	<p>Publicize employee housing program through the county website and inform staff, and the printing of informational brochures (in both Spanish and English) to be made available.</p>	Tulare County Housing Element Update 2015 Action Program 3.5
Housing Authority	<p>Work with Housing Authority to facilitate access to housing vouchers, loans, and grants for farmworker housing.</p> <p>Identify opportunities to provide housing vouchers or other forms of rental assistance, with emphasis on addressing housing needs during the off-season for seasonal workers.</p>	Yolo County 2021 – 2029 Housing Element Action HO-A30

PROMOTING - CONVENE, FACILITATE, COORDINATE AND SHARE CONT.

Share	Broadly advertise and provide information in appropriate languages on affordable housing opportunities through employers, service providers and community gathering places for farmworkers and their families.	General; no specific source
Alternative Affordable Housing Options	Provide programs that support the development of alternative types of affordable housing such as farmworker housing, accessory dwelling units, manufactured or mobile homes, tiny homes, shared housing and employee or workforce housing.	6th Cycle Housing Element update San Diego County H-3.7

ZONING/PLANNING**Land use and permitting strategies**

Housing Needs Assessment	Work with advocacy groups, agricultural organizations and cities, to: (1) take on a coordinating role to seek funding for, and to implement, a countywide survey of farmworkers, employers, and housing providers to further define housing conditions, needs and barriers to farmworker housing; and, (2) utilize the survey results to develop targeted programs and strategies to address the identified housing needs of farmworkers and to support agricultural businesses with a stable and healthy workforce. In implementing this program, strive to affirmatively further fair housing by providing housing opportunities (farmworker units or complexes) under the RHNA obligation and provide services for the farmworker population throughout the county.	Ventura County 2040 Housing Element
Site Identification	Identify the most promising sites for new agricultural workforce housing production. Conduct GIS analysis to identify parcels that have infrastructure capacity and other attributes that could support additional residential development for agricultural workers and make information available to property owners as a way to encourage development of additional farm labor housing.	San Mateo County Agricultural Workforce Housing Needs Assessment
Incentives and Streamlining	Take actions necessary to expedite processing and approvals for affordable farmworker housing projects. Provide fast-track permit processing: reduction in number of parking spaces required, explore the use of modified site development standards e.g., street widths, paving, curbs/gutters, placement of public works improvements etc.	City of Merced Cycle 5 Housing Element 1.7.e -1.7.f
Map Sites	Map appropriate sites for farmworker housing in collaboration with local jurisdictions in the region and streamline the approval processes whenever possible.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
City-County Agreements	Establish agreements between counties and cities that allow for contiguous, unincorporated county land to connect to city infrastructure to facilitate development of farmworker housing.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley

Land use and permitting strategies cont.

Expand Range and Zone for Flexibility in allowable Housing Types	<p>Zone for a variety of housing types that accommodate individuals for seasonal periods.</p> <p>Emergency Housing: Investigate and pilot the use of innovative emergency housing types for seasonal, migrant farmworkers such as mobile homes.</p> <p>H-2A Worker Lodging: Collaborate with other jurisdictions to develop a model ordinance for the temporary use of motels/hotels for H-2A or other seasonal farmworkers.</p> <p>Seasonal: Facilitate private sector development of farmworker housing with unrestricted funding sources to allow flexibility in providing housing for seasonal, migrant, or any other farmworker regardless of documentation.</p>	<p>Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley</p> <p>SV@Home Policy Brief: Farmworker Housing in Santa Clara County</p>
Implement the Employee Housing Act 2013 - California Health and Safety Code Sections: 17021.5 and 17021.6	<p>California Health and Safety Code Sections 17021.5 and 17021.6 adopted in 2013 require agricultural employee housing to be permitted by-right, without a conditional use permit (CUP), in single-family zones for six or fewer persons and in agricultural zones with no more than 12 units or 36 beds.</p> <p>Amend the zoning code to ensure permit processing procedures encourage and facilitate the development of housing for farmworkers and do not conflict with Health and Safety Code Sections 17021.5 and 17021.6.</p> <p>Employee Housing consisting of up to 36 beds or 12 units/spaces is deemed an agricultural use permitted without a special use permit, variances or other zoning clearance that is not required of any other agricultural activity in the same zone.</p> <p>Housing for six or fewer employees will be permitted as single-family use which will not require special use permit, variance or other zoning clearance that is not required of family dwelling of the same type in the same zone. Deemed a single-family structure with a residential land use designation and cannot be defined as a boarding house, rooming house, hotel, dormitory, or other similar term that implies that the employee housing is a business run for profit or differs in any other way from a family dwelling.</p>	<p>6th Cycle Housing Element City of Coachella Action 4.7</p>
Agricultural Land	<p>Incentivize growers with marginal agricultural land contiguous to and surrounded by urban uses to dedicate, discount, or lease land for farmworker housing, including no-cost release from Williamson Act contracts.</p>	<p>Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley</p>
Coordinate with LAFCO	<p>The city will assist nonprofit groups and stakeholders in pursuing funding resources, water and sewage availability and entitlements.</p>	<p>City of Tulare Housing Element 2015-2023 page 120</p>

Waive or Defer Fees			
Waive Development Impact Fees	Adopt ordinances that waive development impact fees for affordable farmworker housing.	Farmworker Housing Study and Action Plan for Salinas Valley and Pajaro Valley	
Defer Fees	Establish development fee deferral programs for affordable and workforce housing and implement the program when requested by the developer.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley	
Waive Fees	Waive Planning and Building fees, and Environmental Health fees for septic and sewer improvements for farm labor housing.	San Mateo Ag Workforce Housing Needs Assessment	

PRESERVATION			
Building Solutions to Preserve Farmworker Housing			
Rental Housing Inspection Program	Determine feasibility of increasing staff resources to address rental housing code issues by establishing a rental housing inspection pilot program. This would improve rental housing stock for all households, not solely agricultural workers. Programs adopted in the City of Sacramento and Sacramento County are considered effective models.	Yolo County Housing Element 2021-2029 Action HO-A30	
Enforce Employee Housing Act	Require employee housing to be maintained in such a manner to provide a satisfactory living environment through annual inspections. Require appropriate separation between dwelling units and potentially incompatible agricultural uses.	Chpt. 6 Tulare County Housing Element Update 2015 Program 3.5	

GENERAL AFFORDABLE HOUSING PROGRAMS AND POLICIES			
Program and Policy Strategies that Benefit Affordable Housing In General			
Leverage Local Funding	Maximize local funding resources to be in the best possible competitive position to leverage conventional non-local grants, investor equity, and low-cost financing for production and preservation of farmworker housing.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley	
Parcel Tax	Explore Parcel Taxes for affordable housing (including farmworker housing) that would tax land rather than new development.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley	
Inclusionary Housing	Update and strengthen local Inclusionary Housing Programs as a mechanism to provide additional affordable housing units that could be targeted for farmworkers.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley	
Linkage Fees	Explore the development of Commercial/Industrial Linkage Fee Programs.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley	

Timing and Coordination	Align timing, availability, and terms of local affordable housing funding with state affordable housing and farmworker housing opportunities.	San Mateo 21 Elements Affordable Housing Developer Panel
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Housing Types and Structures Supportive of Farmworkers and Families		
Mixed-Occupation Housing	Use a mixed-occupation model in affordable housing projects to incorporate units for farmworker households within planned affordable housing developments.	SV@Home Policy Brief: Farmworker Housing in Santa Clara County
Land Trusts	Encourage existing land trusts or the creation of new land trusts that build and preserve farmworker housing on land that is leased from the trust and held in restricted affordability in perpetuity.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Mutual Self-Help	Reintroduce the Mutual Self-Help Housing method of sweat equity and owner-building of single-family homes under the supervision of local nonprofit housing organizations using a combination of USDA Rural Development Section 502 Direct Loan and Section 523 Technical Assistance Grants with State Joe Serna, Jr., Farmworker Housing Grant Program funds to produce affordable homeownership opportunities for farmworkers.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Intergenerational	Facilitate the development of intergenerational farmworker housing for multiple generations of farmworkers (retirees, working adults, and children) to create opportunities for mutual self-reliance, such as provision of childcare and elder care. Best practice includes the Desert Gardens Apartments in Indio.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Prioritize Family Housing	Prioritize the construction of permanent, year-round housing for farmworker families.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Wrap-Around Services	Incentivize housing that incorporates wrap-around services to strengthen families, transfer new skills, and build leadership.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Accessory Units	Facilitate the development of Accessory Dwelling Units (ADUs) by considering the reduction of ADU impact and permit fees, disseminating public information, and establishing lender products for ADU new construction and rehabilitation.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley
Housing Cooperatives	Support the development of new housing cooperatives or assist residents of existing housing, such as labor camps and mobile home parks, to convert their housing to limited-equity cooperatives as an affordable alternative to renting and fee-simple ownership.	Farmworker Study and Action Plan for Salinas Valley and Pajaro Valley

APPENDICES

APPENDIX 1

HCD INFORMATION AND GUIDANCE

HCD is currently moving through the approval process of Housing Elements and their associated policies and programs. Samples or best practices of approved Housing Elements will be posted on HCD's Housing Element Technical Assistance web page and/or on the Farmworker Building Blocks web page.

[Housing Element Technical Assistance](#)
[Farmworker – Building Blocks](#)

The following information is taken from HCD's Housing Element Building Block [Farmworker](#) web page.

FARMWORKERS – HCD BUILDING BLOCK WEB SITE

Farmworkers are traditionally defined as people whose primary incomes are earned through permanent or seasonal agricultural labor. Farmworkers are generally considered to have special housing needs due to their limited income and the often-unstable nature of their employment. In addition, farmworker households tend to have high rates of poverty, live disproportionately in housing that is in the poorest condition, have extremely high rates of overcrowding, and have low homeownership rates.

Special housing needs are those associated with specific demographic or occupational groups that call for specific program responses, such as preservation of single-room occupancy hotels or the development of units with larger bedroom counts. The statute specifically requires analysis of the special housing needs of people who are elderly or disabled (including developmental disabilities), female-headed households, large families, farmworkers, and people experiencing homelessness. These special-needs groups often spend a disproportionate amount of their income to secure safe and decent housing and are sometimes subject to discrimination based on their specific needs or circumstances.

In addition to the groups listed above, the analysis of special needs should also include any other group the locality deems appropriate such as student populations, Native American tribes, people with HIV/AIDS, etc.

GOVERNMENT CODE

Government Code Section 65583(a) requires "...an analysis and documentation of household characteristics, including level of payment compared to ability to pay, housing characteristics, including overcrowding, and housing stock condition", (Government Code 65583 (a)(2)).

REQUISITE ANALYSIS

A thorough analysis will assist a locality in identifying groups that have the most-serious housing needs in order to develop and prioritize responsive programs. The analysis of each special-needs group should include the following:

- A quantification of the total number of persons and households in the special housing needs group, including tenure (rental or ownership), where possible.
- A quantification and qualitative description of the need (including a description of the potential housing problems faced by the special needs groups), a description of any existing resources or programs, and an assessment of unmet needs.

- Identification of potential program or policy options and resources to address the need.

FARMWORKERS

Farmworkers and day laborers are an essential component of California's agriculture industry. Farmers and farmworkers are the keystone of the larger food sector, which includes the industries that provide farmers with fertilizer and equipment; farms to produce crops and livestock; and the industries that process, transport, and distribute food to consumers.

Farmworker households are often compromised of extended family members and, as a result, many farmworker households tend to have difficulties securing safe, decent, and affordable housing. Far too often, farmworkers are forced to occupy substandard homes or live in overcrowded situations. Additionally, farmworker households:

- Tend to have high rates of poverty.
- Live disproportionately in housing that is in the poorest condition.
- Have extremely high rates of overcrowding.
- Have low homeownership rates.

In addition to the requisite analysis above, a thorough analysis of the special housing needs for farmworkers should include the following:

- An estimate of the number of permanent and seasonal farmworkers within the community.
- A description of different housing types (e.g., single-family, multifamily, group quarters) appropriate to accommodate the housing needs of permanent and seasonal farmworkers.
- A description of local development standards and processing requirements, including any special conditions of approval imposed on farmworker housing.
- Demonstration that zoning is consistent with health and safety code section 17021.6, which precludes a local government from requiring a conditional-use permit, zoning variance, and/ or other zoning clearance for certain agricultural employee housing.
- Identification of zones with appropriate development standards and permit process procedures to encourage and facilitate the development of housing affordable to farmworkers (individuals and families).
- A program to provide sufficient sites with zoning that permits farmworker housing "by right" (in cases where there is insufficient capacity to accommodate the identified need for farmworker housing).
- A description of the local government's role in working cooperatively with local growers, ag-related businesses (such as packing and distribution facilities), the farm bureau, and advocates for farmworkers such as the California Rural Legal Assistance (CRLA) in order to determine available resources and shortfalls.
- A program that commits the local government to collaborating with agricultural employers in identifying sites and pursuing funding sources available through HCD and the U.S. Department of Agriculture's rural development programs.

SAMPLE TABLE

The following sample table can help in organizing critical information pertaining to permanent and seasonal farmworker populations. The information provided in the table should be tailored to the jurisdiction and followed by appropriate analysis. (Note: This sample table is not intended to be a substitute for addressing the analytical requirements of housing-element law.)

FARMWORKERS – EMPLOYEE SIZE	
Farm operations with less than 10 employees	
Permanent	
Seasonal (less than 150 days)	
TOTAL	
Farm operations with 10 (or more) employees	
Permanent	
Seasonal (less than 150 days)	
TOTAL	

■ Source: USDA 2012 Census of Farmworkers

SAMPLE ANALYSES

[Sample Analysis](#) (PDF)

APPENDIX 2

STATE LAWS REGARDING FARMWORKER HOUSING

Below are the key State laws specifically influencing farmworker housing.

Department of Housing and Community Development (HCD) Regulated Farmworker Housing

The State's Employee Housing Program oversees the construction, maintenance, use, and occupancy of privately-owned and -operated employee housing facilities providing housing for five or more employees to assure their health, safety, and general welfare. HCD enforces state laws and regulations related to the Employee Housing Act. The Act establishes requirements for permits, fees, and responsibilities of employee housing operators and enforcement agencies, including the Department.

California Employee Housing Act

[California Health and Safety Code, Section 17000-17062.5]

In general, employee housing is privately-owned housing that houses five (5) or more employees and meets the following:

- Living quarters provided in connection with any work, whether or not rent is involved.
- Housing in a rural area that is:
 - Provided by someone who is not an agricultural employer, and
 - Provided for agricultural workers employed by any agricultural employer.

Key points:

- Permits for up to 12 units or 36 beds in group quarters shall not be subject to any additional permitting restrictions or fees that the County does not otherwise require of any other agricultural activity in that same zone.
- Housing for 6 or Fewer employees – Under the act are to be treated as a single-family residential use. (Note: Some jurisdictions may allow employee housing for six or fewer employees as a single-family residential use but have not updated their zoning ordinance to explicitly permit this use in accordance with the California Employee Housing Act.)
- The Act does not apply to employee housing that is:
 - Owned by a public entity, or
 - Financed with public funds equaling 50% or more.

Information related to the Employee Housing Program is available on the HCD website:

<http://www.hcd.ca.gov/building-standards/employee-housing/index.shtml>

Assembly Bill 1783

Approved in 2019, allows a streamlined ministerial (over-the-counter) approval process to a smaller subset within the Employee Housing Act.

Projects need to meet a range of requirements for eligibility, such as:

- Located on Agricultural zoned land
- Not located in an environmentally unsafe or sensitive area
- Not dormitory style housing, or H2A housing
- A qualified affordable housing organization (as certified by HCD) shall maintain and operate the project
- Shall provide housing affordable to lower-income agricultural employees for a minimum of 35 years (with a deed restriction).

Adequate Sites for Farmworker Housing by Right**Government Code Section 65583**

Calls out specifically how the inventory of farmworker housing sites is to be addressed. Note: Providing farmworker housing does not have to be limited to on-site worker housing. The needs of farmworkers and their families can also be addressed through low- and very low-income multifamily affordable housing sites if appropriate actions are taken.

Agencies will want to review Government Code Section 65583 9 C.

(C) Where the inventory of sites pursuant to paragraph (3) of subdivision (a) does not identify adequate sites to accommodate the need for farmworker housing, the program shall provide for sufficient sites to meet the need with zoning that permits farmworker housing use by right, including density and development standards that could accommodate and facilitate the feasibility of the development of farmworker housing for low- and very low-income households. *[Division 1 Title 7 of the Government Code, Chapter 3 Government Code Section 65583.]*

APPENDIX 3

BAY AREA REGIONAL AGRICULTURAL PLAN

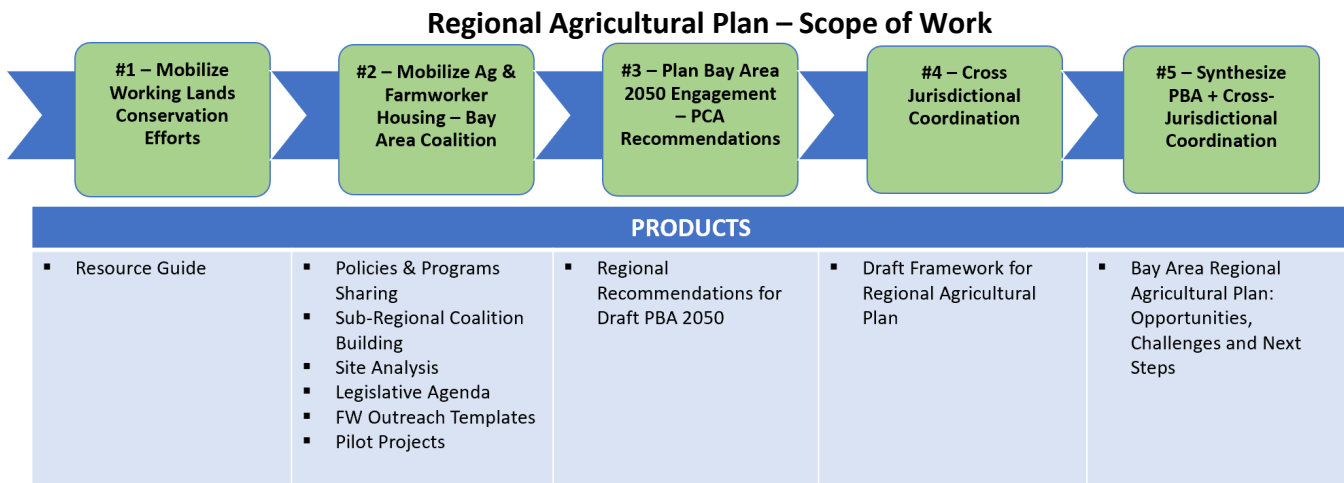
Sponsored by Santa Clara County

Santa Clara County has been active in various agricultural and farmworker policies and recently secured a grant through the [Sustainable Agriculture Lands Conservation Lands program \(SALC\)](#) for the development of the Bay Area Regional Agricultural Plan (BARAP).

The focus of Santa Clara’s grant is to (1) explore regional strategies for the conservation of agricultural land, (joint powers authority, financing mechanisms, land trust) thus reducing the greenhouse gas emissions associated with urbanization, and (2) help local governments plan land-use strategies to protect agricultural land that might otherwise be developed. Santa Clara’s long-term aim is to preserve agricultural land for farmers and workers, protect open space, reduce greenhouse gas emissions to meet the goals of California’s SB 32, and craft a unified regional land use policy framework for the future.

The grant has active collaborations and discussions among agency planners as part of the current scope (see organization chart on next page). The project was awarded funding in Dec 2020, but due to COVID is launching now. The original project scope included five of the nine Bay Area counties: Santa Clara, Contra Costa, Alameda, San Mateo, and San Francisco, but has been expanded to include all nine counties. All counties would benefit from learning together and working on the conservation of ag land and farmworker housing.

The focus is on sharing, learning from each other, and targeted and actionable products. Below is the scope of work and the potential/proposed products to be created.



The Plan collaboration is led by Santa Clara County Senior Planner Michael Meehan. For more information:

MICHAEL MEEHAN

Senior Planner | Agricultural Plan Program Manager

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Phone: (408) 517-5805

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APPENDIX 4

RECENT FARMWORKER / AGRICULTURAL WORKER STUDIES

Below are recent studies completed in the greater Bay Area regarding farmworkers and agricultural workers.

NAPA COUNTY (2012)

Napa Farmworker Housing Needs Assessment

Lead Consultants: BAE Urban Economics, Howard Siegel, California Human Development Corporation

[Napa County Farmworker Housing Needs Assessment – Final Report](#)

The scope of the Napa study was to conduct a comprehensive housing needs assessment for workers employed in the County's agriculture sector. A focal point of the farmworker housing study was a survey of 350 local farmworkers, which took place between June and October 2012. In addition, the report provides findings from background industry analysis, including information acquired through published data sources, a review of research published by others, interviews with over 20 stakeholders familiar with farmworker housing conditions in Napa, and a survey of agricultural employers who operate in Napa County.

BAY AREA (2017)

Bay Area Agriculture and Food Strategy

Lead Consultants: SAGE and American Farmland Trust (AFT)

[Bay Area Agriculture and Food Strategy - Final Report](#)

Recognizing the integral role of farms and food businesses in the Bay Area, SAGE and AFT produced this report outlining strategies for strengthening the region's agriculture and food cluster as a critical pillar of the region's economic prosperity, environmental sustainability and vibrant cultural life. ABAG commissioned this report as a part of the region's Comprehensive Economic Development Strategy (CEDS). Food and agriculture-related strategies and actions suggested by SAGE are included in the 2018 Comprehensive Economic Development Strategy (CEDS) developed by ABAG for its application to the U.S. Dept of Commerce Economic Development Administration for the creation of a regional Economic Development District.

Below are some key comments from the report:

Agriculture and food sectors in the Bay Area have impressive assets and growth opportunities, but also face considerable challenges. On one hand, the Bay Area has an extraordinarily rich and diverse food system. Its 38,500 agriculture and food businesses ranging from micro-enterprises to global corporations, have an annual value of around \$113 billion. The food economy employs close to half a million people, around 13 percent of the region's workforce. However, the region's food and ag sector faces considerable challenges: food and ag sector wages that are 64% lower than the Bay Area average annual wage for all other industries; drastic labor shortages in the sector; continued loss of the best farmland to development; food processing and distribution businesses and food incubators struggle to find affordable space in high-value real estate markets and unmet potential for greater public engagement in creating impactful, new urban-rural connections.

SANTA CRUZ AND MONTEREY COUNTIES (2018)**Farmworker Housing Study and Action Plan for Salinas Valley and Pajaro Valley****Lead Consultants: California Institute for Rural Studies and California Coalition for Rural Housing****[Final Report – Farmworker Housing Study and Action Plan for Salinas Valley and Pajaro Valley](#)****[Infographics – English, Infographics](#)****[Spanish](#)****[Farmworker Housing Forum – PowerPoint](#)**

Through a process of gathering primary and secondary data on the Salinas and Pajaro Valley (Monterey County), the research team of California Institute for Rural Studies and California Coalition for Rural Housing identified some specific needs, barriers and solutions to the farmworker housing crisis in the Pajaro Valley of Santa Cruz County and the Salinas Valley of Monterey County. The City of Salinas was the coordinator for the regional survey, study, forum and an Action Plan.

Beginning in December 2016, a thorough compilation and analysis of existing databases on agricultural trends and labor patterns in the region was undertaken. From this research, the estimated number of unique individual agricultural workers employed in the region during 2016 was found to be 91,433. An estimated half of California's current crop workers tell government interviewers they lack authorization for U.S. employment. And those who were documented are aging. Finally, the flow of foreign agricultural workers into the U.S. had declined sharply. Some employers reported labor shortages. Intense efforts to mechanize every aspect of production are underway. Still other employers had sought H-2A workers to supplement their domestic workforce.

A key part of the study was a survey of 420 farmworkers in the laborshed as well as interviews with employers and other stakeholders to gather primary data.

- Among the farmworkers surveyed, men and women were relatively evenly distributed across age groups with 75 percent of the interviewees married.
- The clear majority of the immigrant farmworker interviewees had very few years of schooling.
- They were 92 percent immigrants (not born in the U.S.).
- About one fifth were follow-the-crop migrants (FTC) who had traveled outside the two county area for agricultural employment.
- Most households of farmworkers interviewed included non-family members who were for the most part other farmworkers.
- There are consistently stunningly high rates of residences that are above the severely crowded condition of 2.0 people per room. This is true of almost all the subgroups of the population. Often more than 5 people per bathroom.

SANTA CLARA COUNTY (2019)**SV@Home Policy Brief: Farmworker Housing in Santa Clara County (2019)****[Policy Brief: Farmworker Housing in Santa Clara County](#)**

Santa Clara County boasts a rich agricultural legacy, and agriculture remains an important industry, employing over 8,000 residents and contributing around \$830 million annually to the economy. Most of the remaining farmland is concentrated in the southern portion of the county, around Gilroy, Morgan Hill, and south San Jose. Due to the severe shortage of affordable homes in the county and very low wages, farmworkers experience extreme housing insecurity. The agriculture industry faces challenges in securing labor in a tight market that offers limited housing opportunities that are affordable for their employees.

SAN MATEO COUNTY**Agricultural Workforce Housing Needs Assessment, October 2016**

Web page - <https://housing.smcgov.org/agricultural-workforce-housing-needs-assessment>
 PDFSan Mateo County Agricultural Workforce Housing Needs Assessment - RELEASE NOTICE305.81 KB
 PDFSan Mateo County Agricultural Workforce Housing Needs Assessment - Full Report
 with Appendices3.33 MBPDFSan Mateo County Agricultural Workforce Housing Needs
 Assessment - Appendices1.9 MB
 PDFSan Mateo County Agricultural Workforce Housing Needs Assessment - Report
 without Appendices1.56 MBPDFSan Mateo County Agricultural Workforce Housing
 Needs Assessment - Executive Summary177.56 KB

In 2014, the San Mateo County Board of Supervisors, in response to the leadership of Supervisor Don Horsley, set aside Measure A funds to support a variety of initiatives related to Farm Labor Housing. The *Needs Assessment* is one of the first of these initiatives to be completed. The *Needs Assessment* was also made possible in part by a grant from the Community Opportunity Fund grantmaking strategy of the Silicon Valley Community Foundation.

The consultants, BAE Urban Economics and Puente de la Costa Sur and sub-consultants at California Farmlink and Sustainable Agriculture Education (SAGE), worked with a team of County staff. There was also significant support by agricultural operators, agricultural workers, the San Mateo County Farm Bureau and the Central Coast Collaborative Regional Alliance of Farmer Training (CRAFT).

In addition to the *Needs Assessment*, the County contracted with the California Institute for Rural Studies and the California Coalition for Rural Housing to complete a [*Best Practices Study \(Study\)*](#). The *Study* compiles best practices in agricultural workforce housing for both on-farm and off-farm housing that would be suitable for potential implementation in San Mateo County. The work leverages the findings from the *Needs Assessment* and serves as an important guiding tool to assist the County, agricultural landowners and operators in moving forward on a diversified approach to develop and improve agricultural workforce housing, target funding to increase impact, and focus efforts to address the need.

For additional information about the *Needs Assessment* or *Study* and for those who are interested in exploring a partnership to create housing, please contact the Department of Housing's Anthony Parenti by e-mail at aparenti@smchousing.org or by phone at 650.802.3379.

APPENDIX 5

ADDITIONAL DATA AND INFORMATION

Farmworker Data

- [USDA 2017 Census of Agriculture](#) for California, includes county level data
 - Table 7: [Hired Farm Labor - Workers and Payroll: 2017](#) – by county
 - Table 2: [Market Value of Agricultural Products Sold Including Food Marketing Practices and Value-Added Products](#) (2017 and 2012) – by county
- [U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Agricultural Workers](#) - use the bureau's [Salary Finder](#) to find high, median, and low wage estimates for “Agricultural Workers, All Other” by metro area of the state (estimates from May 2020) - note: this site can be slow to load due to the amount of data.
- [U.S. Department of Labor: National Agricultural Workers Survey](#) - demographics and employment numbers for California (not by county)
- [USDA Economic Research Services – Farm Labor](#) - national farm labor data
- U.S. Department of Agriculture, Economic Research Services - Farm Labor Additional data, if desired, can be found on [USDA's ERS web page](#)

Farmworker Resources

Resources and programs to support farmworkers:

- [California Department of Education: Migrant Education Regional Offices](#)
- [Healthy City](#) — Data and mapping tools, a curated database of community services and localized data variables. May be helpful in finding local programs and services.
- [Rural Community Assistance Corporation](#) — Resources for Agricultural Workers
- [UC Davis: Western Center for Agricultural Health and Safety](#)
- [California Rural Legal Assistance](#)
- [California Institute for Rural Studies](#)
- [Farmworker Health and Safety Institute](#)

ABAG – Farmworker Housing Tool Kit

August 25, 2022

Information and data from various web sites.

Product for ABAG Housing Technical Assistance Program